

City of Sparks Fiscal Impact (Not required by NRS 288.153, but compiled for information purposes)

Employee Group = **Management, Professional and Technical Employees**

Contract Term = **7/1/13 - 6/30/15**

Contract Changes with Fiscal Impact

		FY14 Fiscal Impact General Fund	FY14 Fiscal Impact All Other Funds	Short description of contract change	Actual language from contract
SECTION 2: PAY RATES & REGULATIONS	ARTICLE A: PAY RATES	204,139	200,816	Return 7.5% concessions	Salary and benefit concessions including salary and benefit reductions of 7.5% is reinstated and the 50/50% split in PERS increases is removed.
SECTION 2: PAY RATES & REGULATIONS	ARTICLE E: EMPLOYEE LONGEVITY PAY	0	0	Pay Longevity early and adjust calculation for employees hired between Nov 16th and Nov 30th	<p>3. Computation and Payment of Longevity Pay: The Longevity Pay shall be computed from the longevity date through November 30th <u>16th</u> of the year being paid. For purposes of computation, a longevity date prior to the 16th of a month shall cause that month to be counted as one month of employment.</p> <p>Longevity Pay for all <u>eligible</u> employees shall be paid on the <u>later than the first Wednesday following November 30th of each year. Wednesday prior to Thanksgiving.</u></p> <p>Should an employee terminate employment between payment of Longevity and November 30, any amount overpaid will be deducted from the employee's final pay.</p> <p><i>(No fiscal impact since all longevity was budgeted based on old Nov 30 deadline for including November in the calculation)</i></p>
SECTION 3: BENEFITS	ARTICLE B: HEALTH INSURANCE UPON RETIREMENT - SICK LEAVE CONVERSION	0	0	Extend Sick Leave Conversion to Employees transferred into MP	<p>1. Eligibility: Employees hired by the City of Sparks prior to July 7, 1997, shall be eligible for this benefit. <u>Employee's hired after July 6, 1997 and transferred or promoted into the Management, Professional, and Technical Employee Resolution will retain sick leave conversion rights outlined in this resolution at the time of retirement.</u> Employees who elect to have sick leave payoff in cash in accordance with this agreement are not entitled to elect conversion of accumulated sick leave to an insurance benefit. Eligible employees electing sick leave conversion to an insurance benefit are not entitled to sick leave payoff in cash. <i>(No fiscal impact since no known retirements of employees who fit this category)</i></p>

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SECTION 3: BENEFITS	ARTICLE C: RETIREMENT	63,759	61,093	Return PERS pay cuts (1.125% & 1%)	The retirement rights of the employees are as provided by the Statutes of the State of Nevada. The City will pay 100% of the employee's retirement contribution to the Retirement System.. through June 30, 2011. Effective for PERS contribution rate increases/decreases after June 30, 2011 the City and Employee will equally (50/50) split future PERS contribution rate increases/decreases. Note: the effect of this change is a salary reduction or increase based on the projected PERS contribution rate increase/decrease approved by Nevada PERS. (Fiscal impact includes the re-instatement of a FY14 budgeted 1% pay cut related to the PERS increase scheduled for 7/1/13.)
Total MP Fiscal Impact		267,898	261,909		